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Mr. Chairman and members of the Board. You have before you two requests for board approval.

The first request is for your approval of a new compensation structure for the Authority. This structure, based on grades and steps, is similar to that used by the Federal Government. It will have 16 grades with 10 steps in each grade. An employee may move up the steps within a grade based on job performance relevant to his or her job responsibility. Changing an employee's grade would represent a promotion and a change in responsibility.

A grade and step classification has been made for each employee in accord with the organization plan approved by the Authority on August 14, 1986. Each employee was classified at a salary level which includes a cost-of-living increase of three percent of current salary, or a minimum of \$1,000, for all current employees hired before January 1, 1986, and a 1.5%, or a minimum of \$500 for all current employees hired since January 1, 1986. Cost-of-living increases are effective as of July 1, 1986.

The second request is for your approval of the promotion of 22 employees. Four will become Assistant Directors and eighteen will become Deputy Directors. These changes are needed as a result of the organization plan approved August 14, 1986.

MEMORANDUM

OCTOBER 9, 1986

TO: BOSTON REDEVELOPMENT AUTHORITY, AND
STEPHEN COYLE, DIRECTOR

FROM: JOSEPH J. NOONAN, ASSISTANT DIRECTOR FOR MANAGEMENT AND
BUDGET

SUBJECT: ADOPTION OF THE BOSTON REDEVELOPMENT AUTHORITY SALARY
SCALE

In order to standardize the basis for compensating Authority employees it is recommended that the Authority adopt a compensation schedule modelled after the General Schedule (GS) used by the Federal Civil Service.

Such a structure would use grades, which define the level of skill and responsibility for a given position, and steps, which define the pay level for employees within a given grade. Movement up the steps within a grade would indicate improved performance at a given level of skill and responsibility. Movement from one grade to a higher grade indicates an increase in the skill and responsibility of an employee's position.

Three lists are attached: The first shows the grade-step levels. Note that although the Federal GS scale goes to a Grade-18, it is recommended that the Authority adopt the scale only up to and including Grade-16. The second list shows four general levels of skill and responsibility along with each category's relevant GS level. This structure provides a meaningful basis for setting salaries and evaluating performance relevant to responsibilities. The third list includes a grade and step classification for each employee. These were set in accord with the organization plan adopted on August 14, 1986.

Employees were reclassified at a salary level which includes a cost-of-living increase of three percent, or a minimum of \$1,000, for all current employees hired before January 1, 1986, and a 1.5%, or a minimum of \$500, for all current employees hired since January 1, 1986. Salary increases due to cost of living adjustments are effective as of July 1, 1986. No cost of living increase will be made in the salary of employees who were hired and began work after August 17, 1986.

The estimated total cost to the Authority of the cost-of-living adjustments and the reclassifications is \$589,000, representing a 7.3% increase over current salary costs. An appropriate vote follows:

VOTED: That the Authority hereby adopt the Boston Redevelopment Authority General Compensation Schedule pay scale up to and including Grade-16 as its salary classification structure; and further that the Authority approve the grade-step classifications and the skill-responsibility categories as set forth in the accompanying schedules, with such classifications effective as of August 14, 1986. Salary changes due to cost of living increases are effective as of July 1, 1986.

BOSTON REDEVELOPMENT AUTHORITY

SKILL-RESPONSIBILITY LEVELS

EXECUTIVE LEVEL

Director/Executive Director GS-16

Assistant Directors/Executive Assistants GS-15

MANAGERIAL

Deputy Directors/Special Assistants GS-13-14

Office Directors/Project Managers GS-12-13

Other Professional Staff GS-10-12

ADMINISTRATIVE

Operators/Secretaries/Clerical GS-7-10

MAINTENANCE

Foremen/Supervisors/Skilled Laborers GS-4-7

BOSTON REDEVELOPMENT AUTHORITY
1987 GENERAL COMPENSATION SCHEDULE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS 1	9,526	9,843	10,160	10,476	10,794	10,979	11,292	11,608	11,621	11,919
GS 2	10,711	10,965	11,319	11,621	11,752	12,098	12,444	12,790	13,136	13,482
GS 3	11,687	12,077	12,467	12,857	13,247	13,637	14,027	14,417	14,807	15,197
GS 4	13,119	13,556	13,993	14,430	14,867	15,304	15,741	16,178	16,615	17,052
GS 5	14,678	15,167	15,656	16,145	16,634	17,123	17,612	18,101	18,590	19,079
GS 6	16,360	16,905	17,450	17,995	18,540	19,085	19,630	20,175	20,720	21,265
GS 7	18,180	18,786	19,392	19,998	20,604	21,210	21,816	22,422	23,028	23,634
GS 8	20,135	20,806	21,477	22,148	22,819	23,490	24,161	24,832	25,503	26,174
GS 9	22,240	22,981	23,722	24,463	25,204	25,945	26,686	27,427	28,168	28,909
GS 10	24,492	25,308	26,124	26,940	27,756	28,572	29,388	30,204	31,020	31,836
GS 11	26,909	27,806	28,703	29,600	30,497	31,394	32,291	33,188	34,085	34,982
GS 12	32,251	33,326	34,401	35,476	36,551	37,626	38,701	39,776	40,851	41,926
GS 13	38,351	39,629	40,907	42,185	43,463	44,741	46,019	47,297	48,575	49,853
GS 14	45,319	46,830	48,341	49,852	51,363	52,874	54,385	55,896	57,407	58,918
GS 15	53,308	55,085	56,862	58,639	60,416	62,193	63,970	65,747	67,524	69,301
GS 16	62,522	64,606	66,690	68,774	70,858	72,942	75,026	77,110	79,194	*****

EMPLOYEE	GRADE - STEP	NEW SALARY	PRESENT SALARY
ABDUS-SABUR	14 - 1	45,319	45,319
ADAMS	12 - 9	40,851	38,825
ALI-SALAAM	13 - 5	43,463	43,463
ALLEN	15 - 5	60,416	55,950
ARNOLD	11 - 6	31,394	28,809
AVAVULT	13 - 6	44,741	44,741
BAGLIONE	7 - 4	19,998	18,695
BAKER, D.	12 - *	42,443	41,207
BARBATO	13 - 6	44,741	43,207
BARD	10 - 6	28,572	25,358
BARROS	12 - 8	39,776	38,400
BARTOSIAK	15 - 1	53,308	53,308
BEARD	7 - 4	19,998	17,420
BEATON	8 - 5	22,819	21,381
BELL	11 - 2	27,806	24,023
BOURQUE	15 - 1	53,308	53,308
BRESSLER	12 - 1	32,251	31,000
BROEMEL	11 - 6	31,394	28,839
BROPHY	12 - 8	39,776	37,400
BROUILLARD	11 - 8	33,188	32,100
BROWN, GARY	11 - 7	32,291	31,034
BROWN, J.	12 - 2	33,326	30,583
BROWN, M.	12 - 7	38,701	36,255
BURKE, E.	5 - 4	16,145	14,726
BURKE, R.	12 - 4	35,476	35,000
BURNS	11 - 1	26,909	25,000
BUTLER	4 - 5	14,867	12,758
BUTTIGLIERI	5 - 5	16,634	14,726
CAHILL	12 - 6	37,626	35,300
CAMERON	12 - 2	33,326	33,000
CANAVAN	12 - 2	33,326	32,000
CAREY	6 - 6	19,085	17,000

EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
CARLSON, D.	12	1	32,251	28,325
CARLSON, J.	13	2	39,629	36,050
CHANNELL	11	1	26,909	23,654
CHIN	9	1	22,240	19,795
CINCOTTA	9	7	26,686	24,205
CINELLI	6	6	19,085	17,222
CLARK, B.	9	5	25,204	22,973
CLARK, D.	9	9	28,168	25,990
CONNELLY	10	4	26,940	22,492
CONNOR	7	5	20,604	19,504
CONSTANTINO	9	5	25,204	22,072
COSTA	13	*	50,520	49,049
COVIELLO	12	*	43,129	41,873
COYLE	16	2	64,606	64,500
DACEY	10	4	26,940	23,850
DALY	13	2	39,629 46,619	37,599
DANENBARGER	13	8	47,297	45,581
DEAMESTI	12	3	34,401	30,000
DEJESUS	7	4	19,998	18,025
DENNIS	7	6	21,210	19,500
DEROSA	7	*	25,005	24,005
DEVINE	7	9	23,028	20,800
DEVITT	6	*	21,862	20,862
DILWORTH	12	5	36,551	31,930
DINNEEN	13	8	47,297	42,659
DOHERTY	6	*	21,598	20,598
DONAHUE	9	4	24,463	21,400
DONLAN, J.	5	5	16,634	14,726
DONNELLY	12	*	43,962	42,882
DOWNEY	10	5	27,756	24,471
DREIER	14	2	46,830	45,000
DRISCOLL	12	8	39,776	38,110

EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
DUNCAN	13	- 4	42,185	42,185
DWYER, E.	13	- 6	44,741	44,741
DYDZAK	7	- 4	19,998	14,726
ENGLISH	14	- 1	45,319	45,319
ERICKSON	12	- 6	37,626	36,340
FARIA	12	- 5	36,551	34,872
FARRELL	6	- 7	19,630	17,222
FAVORITO	12	- 6	37,626	35,500
FEIN	11	- 5	30,497	28,355
FIELDS, B.	12	- 1	32,251	30,000
FIELDS, T.	7	- 4	19,998	18,036
FISCHMAN	13	- 6	44,741	43,344
FITZGERALD, J.	11	- 6	31,394	28,811
FIUMARA	11	- 9	34,085	33,000
FLAHERTY, L.	11	- 8	33,188	30,406
FLAHERTY, M.E.	7	- 6	21,210	18,725
FLEBOTTE	9	- 6	25,945	24,065
FOLEY	3	- *	15,277	14,277
FONG	11	- 7	32,291	31,000
FORBES	13	- 4	42,185	42,185
FRYE	8	- 6	23,490	21,000
FULCHER	5	- 5	16,634	14,726
GAFFEY	6	- 6	19,085	17,597
GANNON	9	- 6	25,945	23,754
GANZ	15	- 4	58,639	55,950
GARVER	15	- 2	55,085	53,300
GAUDETTE	9	- 4	24,463	20,330
GEORGE	13	- 1	38,351	38,351
GIBBS	8	- 6	23,490	21,000
GLASSMAN	12	- 4	35,476	30,900
GOLDSTIEN	11	- 8	33,188	32,000
GRACE	14	- 3	48,341	43,500

EMPLOYEE	GRADE - STEP	NEW SALARY	PRESENT SALARY
GRANT	11 - 6	31,394	30,030
GRAY	8 - 1	20,135	17,500
GREEN	11 - 3	28,703	28,000
GREENE	11 - 5	30,497	30,000
GRIFFIN	10 - 3	26,124	25,500
GROCCIA	7 - 4	19,998	19,000
GYAMFI	7 - 9	23,028	21,847
HADZIPASIC	12 - 1	32,251	26,750
HAFREY	11 - 2	27,806	26,044
HALE	7 - 5	20,604	20,000
HAMILTON	11 - 2	27,806	23,500
HARDING	7 - 7	21,816	21,000
HARRIS	7 - 5	20,604	18,618
HARRISON	6 - 7	19,630	18,200
HEALY	8 - 5	22,819	20,335
HEBERT	11 - 2	27,806	25,145
HILDEBRAND	8 - 10	26,174	21,668
HONG	12 - 8	39,776	37,139
HOWELL-JONES	6 - 6	19,085	16,831
HUGGINS	14 - 1	45,319	40,050
HURLEY, D.	10 - 6	28,572	26,500
HURLEY, K.	10 - 8	30,204	25,026
HURNEY	11 - 10	34,982	32,884
HYDE	7 - 9	23,028	21,536
JACKLIN	12 - 3	34,401	31,271
JANJIGIAN	9 - 7	26,686	23,540
JANKOWSKI	9 - 1	22,240	18,200
JENNINGS-FLYNN	12 - 4	35,476	31,930
JOHNSON, M.	10 - 2	25,308	22,660
KAREN	13 - 2	39,629	35,280
KEARNEY, M.	11 - 6	31,394	28,206
KELLIHER	13 - 4	42,185	36,847

EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
KENNEALLY	10	- 6	28,572	26,750
KING, KELLY	12	- 3	34,401	31,000
KING, KIM	10	- 3	26,124	25,000
KIY	12	- 1	32,251	31,000
KNOWLES	12	- 6	37,626	35,508
KOFF	12	- 8	39,776	37,941
KOSTARAS	12	- 3	34,401	29,860
KOUGEAS	14	- 10	58,918	54,907
KROIN	13	- 8	47,297	45,880
LAMB	13	- 5	43,463	43,463
LANONT	11	- 2	27,806	23,500
LANDRUM	8	- 8	24,832	22,263
LEBLANC	8	- 6	23,490	22,000
LEE	8	- 7	24,161	22,660
LEIGH	15	- 1	53,308	53,308
LEWIS, MAJOR	11	- 9	34,085	31,475
LEWIS, MARGE	12	- 3	34,401	32,000
LOCKHART	5	- 3	15,656	14,726
LOONEY	4	- 8	16,178	14,726
MAINES	9	- 6	25,945	25,000
MAISTROS	12	- 4	35,476	32,100
MALHOTRA	11	- 7	32,291	31,000
MANNING	5	- 5	16,634	14,726
MARKS	7	- 7	21,816	20,800
MARTIN	6	- 9	20,720	16,349
MASON	13	- 6	44,741	44,741
MASTROGIACOMO	8	- 2	20,806	16,480
MATHIESON	12	- 8	39,776	37,749
MCAULIFFE	10	- 6	28,572	26,475
MCBRIEN	9	- 10	28,909	27,528
MCCALL, J.	9	- 8	27,427	25,616
MCCANN	15	- 6	62,193	58,600

EMPLOYEE	GRADE - STEP	NEW SALARY	PRESENT SALARY
MCCLURE	12 - 3	34,401	32,000
MCCORMACK, D.	7 - 4	19,998	19,000
MCCORMACK, M.	11 - 1	26,909	25,000
MGILVRAY	13 - 6	44,741	42,651
MGINN	10 - 7	29,388	26,214
MCLAUGHLIN	6 - 3	17,450	15,933
MCLENNAN	11 - 9	34,085	29,874
MCNALLY, F.	9 - 5	25,204	22,152
MCNAMARA, E.	5 - 5	16,634	14,726
MCNAMARA, W.	10 - 3	26,124	23,421
MCNEIL	15 - 5	60,416	60,000
MEALEY	10 - 8	30,204	28,162
MEMOLO	14 - 3	48,341	44,872
MERTENS	12 - 6	37,626	34,783
MICHAUX	7 - 6	21,210	19,500
MILLER, D.	11 - 8	33,188	32,141
MILLETT	15 - 5	60,416	56,650
MINASIAN	11 - 5	30,497	27,528
MOK	8 - 2	20,806	20,000
MONESTIME	11 - 1	26,909	23,678
MONTERIO	10 - 7	29,388	27,805
MOON	12 - 6	37,626	36,565
MORGAN, D.	8 - 4	22,148	18,540
MORGAN, J.	7 - 9	23,028	21,500
MORRISON	14 - 1	45,319	45,319
MUIRHEAD	12 - 5	36,551	33,160
MULHERN	14 - 3	48,341	48,341
MULLIGAN	10 - 3	26,124	22,000
NEALON	5 - 6	17,123	14,726
NEITZ	9 - 6	25,945	23,554
NETTER	15 - 4	58,639	56,640
NOONAN, J.	15 - 4	58,639	53,300

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EMPLOYEE CLASSIFICATIONS AND SALARIES

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EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
O'CONNELL	4	4	14,430	12,740
O'DWYER, B.	8	3	21,477	18,923
O'DWYER, J.	6	7	19,630	18,221
OLDER	14	1	45,319	45,319
ONANIAN	9	1	22,240	20,000
ORIOLA	10	1	24,492	20,598
ORMISTON	9	8	27,427	24,914
ORPIN	13	9	48,575	48,575
OSORIO	5	5	16,634	14,726
PATROSE	12	3	34,401	29,425
PAULANTHONY	10	7	29,388	29,000
PEARMAN	8	6	23,490	21,536
PELLETIER	13	1	38,351	33,160
PENTA	8	10	26,174	24,710
PERKINS	13	1	38,351	38,351
PERRY	9	3	23,722	21,512
QUIRK	8	2	20,806	18,000
REAVIS	15	1	53,308	53,308
REDD	8	7	24,161	21,956
REGAN	12	6	37,626	35,000
REILLY	12	10	41,926	39,489
RHONE	7	4	19,998	18,725
RUSSELL	14	2	46,830	46,830
RYAN, A.	5	5	16,634	14,726
RYAN, W.	6	6	19,085	17,638
SALTERS	10	4	26,940	22,729
SARAVELAS	11	6	31,394	29,842
SARTORIO	8	9	25,503	23,055
SCALFANI	7	4	19,998	18,474
SCHLEIFER	9	1	22,240	17,508
SCHLESSLINGER	11	3	28,703	23,690
SCHOLNICK	11	9	34,085	32,960

EMPLOYEE	GRADE - STEP	NEW SALARY	PRESENT SALARY
SEALY	10 - 1	24,492	24,000
SEBAGO	7 - 3	19,392	17,410
SECOLA	5 - 4	16,145	14,726
SEIDEN	12 - 2	33,326	33,000
SEKO	10 - 1	24,492	21,398
SHAKLIK	11 - 5	30,497	29,219
SHEA, D.	11 - 8	33,188	30,713
SHEA, M.	13 - 1	38,351	38,351
SHELTON	8 - 4	22,148	19,333
SIMONIAN	16 - *	64,465	64,359
SMITH, J.	13 - 7	46,019	44,570
SMITH, LINDA	10 - 1	24,492	23,500
SMITH, RITA	8 - 7	24,161	22,431
SOLBERG	10 - 2	25,308	25,000
STRICKLAND	6 - 8	20,175	19,126
TENTINDO	11 - 4	29,600	25,750
TITCOMB	5 - 5	16,634	14,726
TODISCO	11 - 4	29,600	26,780
TOMASZ	12 - 7	38,701	35,682
TUTTLE	10 - 2	25,308	20,020
TWOHIG	13 - 6	44,741	42,700
VALERIO	5 - 5	16,634	14,726
WALL	12 - 1	32,251	30,130
WALLACE	7 - 4	19,998	19,500
WALLING	11 - 7	32,291	28,772
WARNER	12 - 6	37,626	36,521
WARREN	8 - 2	20,806	18,500
WEBB	14 - 6	52,874	47,491
WELBY	9 - 5	25,204	20,000
WELLS	7 - 2	18,786	18,000
WERMIEL	13 - 4	42,185	42,000
WESSLING	13 - 4	42,185	37,400

09-Oct-86

EMPLOYEE CLASSIFICATIONS AND SALARIES

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EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
WHITE	6	8	20,175	18,741
WHITLOCK	5	5	16,634	14,726
WHITMAN	13	5	43,463	38,063
WHITNEY, D.	12	10	41,926	40,608
WHITNEY, W.	14	3	48,341	48,341
WILLIAMS, K.	7	2	18,786	18,000
WILSON, A.	11	7	32,291	29,000
WILSON, J.	9	7	26,686	22,880
WINSTON	13	8	47,297	45,774
WONG	7	4	19,998	18,296
WOODS	5	4	16,145	14,726
WORONOFF	10	8	30,204	29,011
YEE	9	4	24,463	20,330
YEH	11	2	27,806	25,000
ZAMBUTO	8	6	23,490	21,417
ZAPATA	12	1	32,251	30,000
ZEIGLER	12	*	48,916	47,491
ZEIPE	9	5	25,204	23,966

MEMORANDUM

OCTOBER 9, 1986

TO: BOSTON REDEVELOPMENT AUTHORITY AND
STEPHEN COYLE, DIRECTOR

FROM: JOSEPH J. NOONAN, ASSISTANT DIRECTOR FOR MANAGEMENT
AND BUDGET

SUBJECT: NEW ASSISTANT DIRECTORS AND DEPUTY DIRECTORS

On August 14, 1986, the Board approved an organization plan for the Authority. The plan calls for nine Assistant Directors, one for each department, and one to three Deputy Directors for each department. As a result of this plan it is recommended that four staff members be reclassified to the level of Assistant Directors and eighteen staff members be reclassified to the level of Deputy Director. The four designated Assistant Directors and their respective departments are:

John Leigh	Harbor Planning and Development
Linda Borque	Neighborhood Planning and Zoning
Paul Reavis	Engineering and Design Services
Michael Bartosiak	Real Estate Services

The following are to be reclassified to the Deputy Director level:

Kevin Morrison	General Counsel
John Mulhern	General Council
Kevin Lamb	Management and Budget
Douglas Mason	Management and Budget
John Avault	Policy Development and Research
Greg Perkins	Policy Development and Research
James English	Harbor Planning and Development
David Duncan	Harbor Planning and Development
Gay Forbes	Neighborhood Planning and Zoning
Wallace Oprin	Engineering and Design Services
Edward Dwyer	Real Estate Services
Michael Shea	Real Estate Services
Joseph George	Real Estate Services
Marc Older	Neighborhood Housing and Development
Muhammad Abdus-Sabur	Neighborhood Housing & Development
Muhammad Ali-Salaam	Neighborhood Housing & Development
William Whitney	Urban Design and Development
Homer Russell	Urban Design and Development

An appropriate vote follows:

VOTED: That these staff members be reclassified respectively as Assistant Directors or Deputy Directors for their respective departments at the salaries indicated on the accompanying sheet with all salary changes effective as of August 17, 1986.

CLASSIFICATIONS FOR NEW ASSISTANT DIRECTORS AND DEPUTY DIRECTORS

EMPLOYEE	GRADE	STEP	NEW SALARY	PRESENT SALARY
ABDUS-SABUR	14	1	45,319	42,500
ALI SALAAM	13	5	43,463	37,400
AVAILT	13	6	44,741	42,594
BARTOSIAK	15	1	53,308	39,520
BOURQUE	15	1	53,308	39,646
DUNCAN	13	4	42,185	41,000
DWYER, E.	13	6	44,741	40,278
ENGLISH	14	1	45,319	41,670
FORBES	13	4	42,185	39,900
GEORGE	13	1	38,351	27,038
LAMB	13	5	43,463	38,990
LEIGH	15	1	53,308	46,000
MASON	13	6	44,741	41,200
MORRISON	14	1	45,319	38,897
MULHERN	14	3	48,341	46,097
OLDER	14	1	45,319	43,344
ORPIN	13	9	48,575	46,774
PERKINS	13	1	38,351	33,160
REAVIS	15	1	53,308	45,880
RUSSELL	14	2	46,830	45,500
SHEA, M.	13	1	38,351	31,777
WHITNEY, W.	14	3	48,341	46,350

